

Employment Cost Index Technical Note

The Employment Cost Index (ECI) is a quarterly index that measures the change in the cost of labor, free from the influence of employment shifts among occupations and industries. It measures that change for total compensation (wages, salaries, and employer costs for employee benefits), for wages and salaries only, and for benefit costs only.

Wages and salaries are defined as the hourly straight-time wage rate, or straight-time earnings divided by the corresponding hours. Straight-time wage and salary rates are total earnings before payroll deductions, excluding premium pay for overtime and for work on weekends and holidays, shift differentials, and nonproduction bonuses such as lump-sum payments.

Benefits covered by the ECI are: Paid leave, supplemental pay, insurance benefits, retirement and savings benefits, legally required benefits, and other benefits.

The ECI provides data for the civilian economy, which includes the private economy and the public sector—excluding farms, private households, the self-employed, and the Federal Government. Data are provided separately for the public and private sectors.

Each quarter, straight-time average hourly wage and salary rates and benefit cost data are collected from a probability sample. Data are collected for the pay period including the 12th day of the survey months of March, June, September, and December.

The sample establishments are classified by industry based on the 1987 *Standard Industrial Classification (SIC) Manual*, as defined by the U.S. Office of Management and Budget. Within an establishment, specific job categories are selected to represent broad occupational definitions. In 1996, some establishments in motor freight transportation and warehousing (SIC 42), transportation by air (SIC 45), and transportation services (SIC 47) were reclassified into air courier services (SIC 4513). These establishments were engaged in the delivery of letters, parcels, and packages, but also were operated as support establishments of enterprises that engaged in furnishing air delivery of individually addressed letters, parcels, and packages. Since the definition for SIC 4513 includes support establishments, these establishments were reclassified. For the ECI, these re-

classifications took effect in the June 1998 reference period.

Fixed employment weights are used each quarter to calculate the most aggregate indexes—civilian, private, and State and local governments. These fixed weights also are used to derive all of the industry and occupation series indexes. Since March 1995, the 1990 employment counts, primarily from the Bureau's Occupational Employment Survey, were used. From June 1986 to December 1994, employment counts from the 1980 census were used as weights. Prior to June 1986, employment counts from the 1970 census were used.

For the series based on bargaining status, region, and area size, employment data are not available from the census. The employment weights are reallocated within these series each quarter based on the current ECI sample. The indexes for these series, consequently, are not strictly comparable to those for the aggregate, industry, and occupation series. A fuller explanation of the calculation of index numbers appears in the article, "Estimation Procedures for the Employment Cost Index," *Monthly Labor Review*, May 1982.

Beginning with the release of ECI data for March 1990, indexes were rebased to June 1989=100. Beginning with the release of ECI data for December 1990, seasonally adjusted data are available for selected ECI series. A description of the rebasing is available in "Employment Cost Index Rebased to June 1989," *Monthly Labor Review*, April 1990.

The costs per hour worked of compensation components, based on March data from the ECI, are published in a separate news release titled, "Employer Costs for Employee Compensation." The cost levels, which are published annually in mid-June, are calculated with current employment weights, rather than the fixed 1990 weights.

More detailed information on the ECI may be obtained by writing to the ECI, Division of Compensation Data Analysis and Planning, Bureau of Labor Statistics, 2 Massachusetts Ave. NE, Room 4175, Washington, DC 20212-0001.

Telephone: (202) 691-6199

E-mail: ocltinfo@bls.gov

Internet: <http://stats.bls.gov/ecthome.htm>

TABLE A-1. **Employment Cost Index for total compensation,¹ wages and salaries, and benefit costs by industry and occupational group, selected periods, 1998-2000**

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended—							
	Jun. 2000	Sep. 2000	Dec. 1998	Mar. 1999	Jun. 1999	Sep. 1999	Dec. 1999	Mar. 2000	Jun. 2000	Sep. 2000
TOTAL COMPENSATION										
Civilian workers	147.9	149.2	0.6	0.5	1.1	0.8	1.0	1.4	1.0	0.9
State and local government	146.5	147.4	.6	.6	.9	.8	1.1	.8	.8	.6
Private industry	148.2	149.7	.6	.4	1.1	.9	1.0	1.5	1.1	1.0
Industry										
Goods producing ²	146.6	148.0	.5	.8	.6	.9	1.1	1.6	1.2	1.0
Construction ³	142.9	144.8	1.1	.9	.7	.7	1.0	1.4	1.3	1.3
Manufacturing	147.4	148.7	.4	.7	.7	.9	1.1	1.6	1.0	.9
Durables	148.3	149.4	.4	.6	.7	.9	1.1	1.9	1.2	.7
Nondurables	146.0	147.6	.5	.7	.7	.9	1.0	1.2	.9	1.1
Service producing ⁴	149.0	150.5	.7	.3	1.3	.9	1.0	1.4	1.1	1.0
Transportation and public utilities	145.8	147.3	.7	.1	1.0	.5	.5	1.0	1.4	1.0
Wholesale trade ³	151.7	152.1	1.5	-.1	1.2	1.2	1.6	1.0	1.1	.3
Retail trade	144.6	145.8	.2	.8	1.4	.5	1.1	1.6	.8	.8
Finance, insurance, and real estate ^{3,5}	153.1	155.2	1.1	-.7	3.0	1.2	.5	2.5	.7	1.4
Services	151.3	152.8	.6	.6	.8	.9	1.0	1.3	1.3	1.0
Nonmanufacturing	148.4	149.8	.7	.4	1.1	.8	1.0	1.5	1.1	.9
Occupational group										
White collar	151.2	152.5	.7	.3	1.3	.9	1.0	1.6	1.3	.9
Blue collar	144.0	145.4	.7	.7	.8	.9	.9	1.5	.9	1.0
Service	145.0	146.2	.6	1.0	.8	.3	1.1	.8	1.1	.8
WAGES AND SALARIES										
Civilian workers	145.5	146.7	.7	.5	1.2	.9	.9	1.1	1.0	.8
State and local government	145.5	146.7	.8	.7	.9	.9	1.0	.9	.8	.8
Private industry	145.4	146.7	.7	.4	1.2	.9	.9	1.2	1.0	.9
Industry										
Goods producing ^{2,5}	143.0	144.3	.7	.8	.7	.9	.9	1.1	1.2	.9
Construction ³	137.8	139.1	1.1	1.1	.5	.8	.9	1.8	1.1	.9
Manufacturing ⁵	144.4	145.7	.6	.8	.8	.9	.9	1.0	1.0	.9
Durables ⁵	144.7	146.1	.7	.7	.9	.9	1.0	.8	1.2	1.0
Nondurables	143.9	145.1	.6	.7	.7	.8	.9	1.1	1.0	.8
Service producing ⁴	146.5	147.8	.7	.3	1.4	.9	.9	1.2	1.0	.9
Transportation and public utilities	140.2	141.2	.7	.1	1.3	.3	.4	.4	1.3	.7
Wholesale trade ³	149.5	149.5	1.4	-.1	1.1	1.3	1.5	.9	1.3	.0
Retail trade	143.3	144.5	.1	1.0	1.2	.4	.9	1.7	.7	.8
Finance, insurance, and real estate ^{3,5}	149.5	151.7	1.2	-1.9	3.8	1.5	.5	2.4	.5	1.5
Services	149.2	150.6	.6	.9	.8	.8	1.0	1.0	1.3	.9
Nonmanufacturing	145.6	146.8	.8	.3	1.4	.8	.9	1.2	1.2	.8

See footnotes at end of table.

TABLE A-1. **Employment Cost Index for total compensation,¹ wages and salaries, and benefit costs by industry and occupational group, selected periods, 1998-2000-continued**

(Seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)		Percent changes for 3-months ended—							
	Jun. 2000	Sep. 2000	Dec. 1998	Mar. 1999	Jun. 1999	Sep. 1999	Dec. 1999	Mar. 2000	Jun. 2000	Sep. 2000
WAGES AND SALARIES—Continued										
Occupational group										
White collar	148.3	149.6	0.7	0.4	1.2	0.9	1.0	1.3	1.1	0.9
Blue collar ⁵	140.5	141.9	.6	.8	1.0	.9	.7	1.0	1.0	1.0
Service	142.5	143.5	.7	1.0	.8	.1	1.2	1.0	1.1	.7
BENEFIT COSTS										
Civilian workers	154.0	155.5	.6	.3	1.0	.8	1.2	2.0	1.1	1.0
State and local government	148.8	148.9	.6	.5	.6	.4	1.2	1.0	.5	.1
Private industry	155.3	157.0	.6	.3	1.0	1.0	1.1	2.3	1.2	1.1
Industry										
Goods producing ²	154.1	155.7	.2	.7	.6	.8	1.4	2.7	1.2	1.0
Manufacturing	153.8	155.0	.0	.6	.6	1.0	1.4	3.0	1.0	.8
Service producing ⁴	156.0	157.8	.8	.1	1.3	.9	1.1	2.0	1.4	1.2
Nonmanufacturing	156.1	158.0	.7	.3	1.2	.9	.9	2.2	1.4	1.2
Occupational group										
White collar	158.5	160.4	.5	.3	1.0	1.1	1.0	2.5	1.4	1.2
Blue collar	151.5	153.0	.4	.7	.7	.8	1.0	2.9	.8	1.0
Service	152.6	154.3	.2	.8	.9	.5	1.2	.4	1.3	1.1

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes mining, construction, and manufacturing.³ Average standard errors (SE) for the unadjusted series upon which this series is based exceeded 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the five years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in thispublication (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.⁵ No identifiable seasonality was found for this series.

TABLE A-2. **Employment Cost Index for total compensation¹ for civilian and State and local government workers by industry and occupational group, selected periods, 1999-2000**

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Civilian workers	143.3	148.0	149.5	1.1	1.0	1.0	3.1	4.4	4.3
Excluding sales occupations	143.2	147.7	149.4	1.1	1.0	1.2	3.2	4.2	4.3
Industry									
Goods producing ²	141.2	146.6	148.0	.9	1.2	1.0	2.9	4.7	4.8
Manufacturing	142.1	147.5	148.7	.9	1.0	.8	2.8	4.7	4.6
Service producing ³	144.0	148.4	150.1	1.1	.9	1.1	3.2	4.2	4.2
Services	145.1	149.3	151.2	1.3	.9	1.3	3.1	4.3	4.2
Health services	142.7	147.5	149.0	.9	1.1	1.0	2.6	4.3	4.4
Hospitals	143.4	147.7	149.5	.8	1.0	1.2	2.9	3.9	4.3
Educational services	144.6	146.8	149.7	2.0	.2	2.0	3.1	3.6	3.5
Public administration ⁴	142.4	146.1	146.9	.6	.3	.5	2.5	3.3	3.2
Nonmanufacturing	143.4	148.0	149.6	1.1	1.0	1.1	3.2	4.3	4.3
Occupational group									
White collar	145.0	149.9	151.5	1.2	1.0	1.1	3.1	4.6	4.5
Excluding sales	145.1	149.8	151.5	1.2	1.0	1.1	3.2	4.5	4.4
Professional specialty and technical	143.9	148.3	150.0	1.2	1.1	1.1	2.8	4.3	4.2
Executive, administrative, and managerial	147.3	151.9	153.7	1.3	.9	1.2	4.0	4.5	4.3
Administrative support, including clerical	144.7	150.1	151.8	.9	1.0	1.1	3.1	4.7	4.9
Blue collar	139.5	144.1	145.6	.9	1.0	1.0	3.1	4.2	4.4
Service	143.1	147.1	148.5	.5	.8	1.0	2.7	3.3	3.8
State and local government	143.1	145.9	147.8	1.5	.3	1.3	2.9	3.5	3.3
Industry									
Services	143.2	145.5	148.0	1.9	.2	1.7	3.0	3.6	3.4
Excluding schools ⁵	142.6	145.8	147.6	1.6	.4	1.2	2.8	3.9	3.5
Health services	144.2	147.9	150.0	1.5	.4	1.4	2.8	4.2	4.0
Hospitals	144.8	148.4	150.7	1.5	.3	1.5	2.9	4.0	4.1
Educational services	143.1	145.2	147.9	2.0	.1	1.9	3.1	3.5	3.4
Schools	143.5	145.5	148.2	2.1	.1	1.9	3.2	3.5	3.3
Elementary and secondary	142.9	144.7	147.3	2.1	.1	1.8	3.0	3.4	3.1
Colleges and universities	144.8	147.6	150.5	1.9	.1	2.0	3.4	3.9	3.9
Public administration ⁴	142.4	146.1	146.9	.6	.3	.5	2.5	3.3	3.2
Occupational group									
White collar	142.6	145.3	147.3	1.7	.3	1.4	3.0	3.6	3.3
Professional specialty and technical	142.0	144.5	146.6	1.9	.3	1.5	3.1	3.7	3.2
Executive, administrative, and managerial	144.5	147.2	149.2	1.2	.1	1.4	2.9	3.1	3.3
Administrative support, including clerical	143.0	146.5	148.3	1.2	.4	1.2	2.5	3.7	3.7
Blue collar	140.9	144.2	145.9	1.0	.3	1.2	3.0	3.4	3.5
Service	146.7	149.7	151.5	1.0	.1	1.2	2.6	3.0	3.3

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service industries; and public administration.

⁴ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SICs 91

through 96.

⁵ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the 5 years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this publication (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

TABLE A-3. **Employment Cost Index for total compensation¹ for private industry workers by industry and occupational group, selected periods, 1999-2000**

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Private industry workers	143.3	148.5	149.9	0.9	1.2	0.9	3.1	4.6	4.6
Excluding sales occupations	143.2	148.2	149.8	.9	1.2	1.1	3.2	4.4	4.6
Industry									
Goods producing²	141.1	146.6	147.9	.9	1.2	.9	2.9	4.8	4.8
Excluding sales	140.5	145.9	147.2	.9	1.2	.9	2.9	4.7	4.8
White collar	143.9	150.1	151.3	.8	1.4	.8	3.0	5.2	5.1
Excluding sales	142.5	148.4	149.6	.8	1.3	.8	3.0	5.0	5.0
Blue collar	139.4	144.4	145.8	.8	1.1	1.0	2.9	4.4	4.6
Construction ³	137.9	143.2	145.1	.7	1.7	1.3	3.4	4.6	5.2
Manufacturing	142.1	147.5	148.7	.9	1.0	.8	2.8	4.7	4.6
White collar	144.3	150.2	151.4	.9	1.3	.8	3.0	5.0	4.9
Excluding sales	142.5	148.2	149.3	.8	1.4	.7	3.0	4.9	4.8
Blue collar	140.5	145.6	146.7	.8	.8	.8	2.7	4.4	4.4
Durables	142.3	148.3	149.4	.9	1.2	.7	2.7	5.2	5.0
Aircraft manufacturing (SIC 3721)	143.7	154.3	156.0	.9	2.1	1.1	3.2	8.4	8.6
White collar	139.8	150.7	151.8	.2	2.8	.7	1.7	8.0	8.6
Blue collar	149.0	158.5	161.4	2.3	.4	1.8	5.8	8.8	8.3
Nondurables	141.5	146.0	147.5	.8	.8	1.0	2.8	4.0	4.2
Service producing⁴	144.1	149.1	150.6	.9	1.2	1.0	3.2	4.4	4.5
Excluding sales	144.6	149.4	151.1	.9	1.2	1.1	3.3	4.3	4.5
White collar	145.8	151.0	152.6	1.0	1.1	1.1	3.3	4.6	4.7
Excluding sales	147.0	152.1	153.9	1.0	1.2	1.2	3.4	4.5	4.7
Blue collar	139.1	143.1	144.5	.9	.9	1.0	3.6	3.8	3.9
Service	140.8	145.1	146.3	.2	1.0	.8	2.8	3.3	3.9
Transportation and public utilities	141.8	145.7	147.4	.6	1.3	1.2	2.4	3.4	3.9
Transportation ³	138.7	141.8	142.8	.4	1.0	.7	1.5	2.7	3.0
Public utilities	145.7	150.9	153.5	.8	1.5	1.7	3.6	4.4	5.4
Communications	146.1	150.9	153.9	.8	1.7	2.0	4.0	4.1	5.3
Electric, gas, and sanitary services	145.1	151.0	152.9	.6	1.4	1.3	2.9	4.7	5.4
Wholesale and retail trade	142.2	147.3	148.3	.8	1.2	.7	3.3	4.4	4.3
Excluding sales	142.8	148.1	149.6	.6	1.2	1.0	3.4	4.4	4.8
Wholesale trade ³	146.3	151.8	152.1	1.2	1.2	.2	3.9	5.0	4.0
Excluding sales	145.8	151.1	152.7	1.3	1.0	1.1	4.1	4.9	4.7
Retail trade	140.0	144.8	146.2	.6	1.1	1.0	3.0	4.1	4.4
General merchandise stores ³	137.2	141.0	142.2	1.2	.9	.9	3.0	4.0	3.6
Food stores ³	137.0	142.5	143.4	1.0	1.7	.6	2.5	5.0	4.7
Finance, insurance, and real estate ³	147.6	153.1	155.2	1.2	.7	1.4	4.7	5.0	5.1
Excluding sales	151.0	155.5	157.4	1.5	.8	1.2	5.4	4.5	4.2
Banking, savings and loan, and other credit agencies ³	159.3	164.2	165.8	2.5	.9	1.0	7.3	5.7	4.1
Insurance ³	144.5	151.3	154.8	.3	.9	2.3	1.8	5.1	7.1
Excluding sales	146.2	150.5	152.2	.6	.7	1.1	3.2	3.5	4.1
Services	146.1	151.2	152.9	1.0	1.2	1.1	3.0	4.6	4.7
Business services ³	150.7	156.3	157.5	1.3	1.4	.8	5.0	5.1	4.5
Health services	142.6	147.5	149.0	.8	1.2	1.0	2.6	4.3	4.5
Hospitals	143.0	147.5	149.2	.6	1.2	1.2	2.8	3.8	4.3
Nursing homes	—	—	—	.9	1.5	1.7	3.7	4.8	5.7
Educational services	152.2	154.9	158.8	2.4	.6	2.5	3.5	4.2	4.3
Colleges and universities	152.6	155.5	158.6	2.0	.6	2.0	3.2	3.9	3.9

See footnotes at end of table.

TABLE A-3. **Employment Cost Index for total compensation¹ for private industry workers by industry and occupational group, selected periods, 1999-2000-continued**

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Industry—Continued									
Nonmanufacturing industries	143.4	148.4	150.0	1.0	1.2	1.1	3.2	4.5	4.6
White collar	145.6	151.0	152.6	1.0	1.2	1.1	3.2	4.8	4.8
Excluding sales	146.8	152.0	153.8	1.0	1.2	1.2	3.4	4.6	4.8
Blue collar	138.0	142.3	143.9	.9	1.2	1.1	3.4	4.0	4.3
Service	140.7	145.1	146.3	.2	1.1	.8	2.8	3.3	4.0
Occupational group									
White collar	145.6	151.1	152.6	1.0	1.2	1.0	3.2	4.9	4.8
Excluding sales	146.0	151.3	152.9	1.0	1.3	1.1	3.3	4.7	4.7
Professional specialty and technical	145.2	150.7	152.2	.8	1.5	1.0	2.5	4.6	4.8
Executive, administrative, and managerial ...	147.7	152.7	154.4	1.3	1.1	1.1	4.1	4.7	4.5
Sales ³	144.1	150.3	151.2	1.1	.9	.6	2.6	5.4	4.9
Administrative support, including clerical	145.0	150.6	152.3	.9	1.1	1.1	3.1	4.8	5.0
Blue collar	139.4	144.1	145.5	.9	1.1	1.0	3.1	4.3	4.4
Precision production, craft, and repair	139.6	144.1	145.8	.9	1.3	1.2	3.1	4.1	4.4
Machine operators, assemblers, and inspectors	139.9	145.0	146.0	1.1	.7	.7	3.1	4.8	4.4
Transportation and material moving	134.4	138.6	139.9	.6	.8	.9	2.8	3.7	4.1
Handlers, equipment cleaners, helpers, and laborers	143.2	148.1	149.4	.6	1.2	.9	3.4	4.1	4.3
Service	141.0	145.4	146.6	.3	1.0	.8	2.7	3.4	4.0
Production and nonsupervisory occupations ⁵	141.9	146.9	148.4	.8	1.1	1.0	2.8	4.3	4.6

¹ Includes wages, salaries, and employer costs for employee benefits.

² Includes mining, construction, and manufacturing.

³ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the 5 years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this publication (excluding seasonally adjusted series) will be available on the Internet site

(<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

⁴ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

⁵ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

NOTE: Dashes indicate data not available.

TABLE A-4. **Employment Cost Index for total compensation¹ for private industry workers by bargaining status, region, and area, selected periods, 1999-2000**

(Not seasonally adjusted data)

Bargaining status, region, and area	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Bargaining status									
Union	140.2	144.4	146.1	0.9	1.0	1.2	2.5	3.9	4.2
Blue-collar occupations	137.8	142.5	144.3	.8	1.0	1.3	2.4	4.2	4.7
Goods-producing industries ²	139.2	144.8	146.8	.7	1.0	1.4	2.7	4.8	5.5
Service-producing industries ³	141.0	143.9	145.2	.9	1.0	.9	2.2	3.0	3.0
Manufacturing	139.1	145.4	147.1	.7	.6	1.2	2.3	5.3	5.8
Blue-collar occupations	138.5	144.8	146.5	.7	.6	1.2	2.2	5.3	5.8
Nonmanufacturing	140.3	143.4	145.0	.8	1.2	1.1	2.5	3.0	3.3
Nonunion	143.8	149.1	150.6	.9	1.2	1.0	3.2	4.6	4.7
Blue-collar occupations	140.3	144.9	146.1	.9	1.0	.8	3.5	4.2	4.1
Goods-producing industries ²	141.8	147.2	148.4	.9	1.2	.8	3.0	4.8	4.7
Service-producing industries ³	144.4	149.6	151.2	1.0	1.1	1.1	3.4	4.6	4.7
Manufacturing	143.0	148.2	149.2	.9	1.2	.7	3.0	4.6	4.3
Blue-collar occupations	141.6	145.8	146.7	1.0	1.0	.6	3.1	4.0	3.6
Nonmanufacturing	143.8	149.1	150.7	1.0	1.2	1.1	3.4	4.7	4.8
Region⁴									
Northeast	143.2	147.6	149.3	1.2	.9	1.2	3.2	4.3	4.3
South	141.8	146.7	147.6	.8	1.2	.6	3.1	4.3	4.1
Midwest	145.0	150.7	152.2	1.0	1.2	1.0	2.9	4.9	5.0
West	143.3	148.8	150.8	.8	1.2	1.3	3.5	4.7	5.2
Area									
Metropolitan	143.3	148.6	150.1	.9	1.2	1.0	3.0	4.6	4.7
Other	143.1	147.7	148.8	.9	1.2	.7	3.5	4.2	4.0

¹ Includes wages, salaries, and employer costs for employee benefits.² Includes mining, construction, and manufacturing.³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.⁴ The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia,

Kentucky, Louisiana, Maryland, Mississippi, North Carolina, Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

TABLE A-5. **Employment Cost Index for wages and salaries for civilian and State and local government workers by industry and occupational group, selected periods, 1999-2000**

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Civilian workers	141.3	145.4	147.0	1.1	1.0	1.1	3.3	4.0	4.0
Excluding sales occupations	141.1	145.0	146.7	1.1	.9	1.2	3.3	3.9	4.0
Industry									
Goods producing ¹	138.6	143.0	144.3	.9	1.2	.9	3.1	4.1	4.1
Manufacturing	140.2	144.4	145.7	.9	1.0	.9	3.1	3.9	3.9
Service producing ²	142.3	146.3	148.0	1.1	.9	1.2	3.3	4.0	4.0
Services	144.1	147.9	149.9	1.3	.9	1.4	3.2	3.9	4.0
Health services	140.9	145.3	146.7	.9	1.0	1.0	2.4	4.0	4.1
Hospitals	140.1	143.8	145.6	.9	.8	1.3	2.7	3.6	3.9
Educational services	143.7	145.6	148.9	2.2	.2	2.3	3.3	3.6	3.6
Public administration ³	139.5	142.9	144.6	1.2	.3	1.2	3.5	3.7	3.7
Nonmanufacturing	141.5	145.5	147.2	1.1	.9	1.2	3.3	4.0	4.0
Occupational group									
White collar	143.3	147.6	149.2	1.2	1.0	1.1	3.2	4.2	4.1
Excluding sales	143.5	147.6	149.3	1.2	1.0	1.2	3.4	4.1	4.0
Professional specialty and technical	142.6	146.4	148.3	1.1	1.0	1.3	3.0	3.8	4.0
Executive, administrative, and managerial	145.9	149.9	151.6	1.5	.9	1.1	3.8	4.2	3.9
Administrative support, including clerical	142.3	146.9	148.5	1.0	1.0	1.1	3.5	4.3	4.4
Blue collar	137.0	140.6	142.0	.9	1.0	1.0	3.3	3.5	3.6
Service	140.1	144.0	145.7	.5	.7	1.2	2.9	3.3	4.0
State and local government	142.2	144.7	147.2	1.9	.3	1.7	3.3	3.7	3.5
Industry									
Services	142.9	144.9	147.9	2.1	.2	2.1	3.3	3.6	3.5
Excluding schools ⁴	142.1	144.8	146.7	1.8	.3	1.3	3.1	3.7	3.2
Health services	142.8	145.7	147.7	1.7	.3	1.4	3.0	3.8	3.4
Hospitals	142.8	145.6	147.7	1.6	.2	1.4	3.0	3.6	3.4
Educational services	142.9	144.8	148.0	2.2	.2	2.2	3.3	3.6	3.6
Schools	143.1	144.9	148.1	2.2	.1	2.2	3.3	3.5	3.5
Elementary and secondary	143.1	144.6	147.9	2.3	.1	2.3	3.2	3.4	3.4
Colleges and universities	142.6	145.6	148.3	2.0	.5	1.9	3.6	4.1	4.0
Public administration ³	139.5	142.9	144.6	1.2	.3	1.2	3.5	3.7	3.7
Occupational group									
White collar	142.1	144.5	147.1	2.0	.3	1.8	3.3	3.7	3.5
Professional specialty and technical	142.5	144.7	147.4	2.2	.3	1.9	3.3	3.8	3.4
Executive, administrative, and managerial	142.7	145.1	147.3	1.6	.1	1.5	3.4	3.3	3.2
Administrative support, including clerical	139.6	143.0	145.0	1.5	.4	1.4	3.1	4.0	3.9
Blue collar	139.4	142.1	143.9	1.3	.4	1.3	3.2	3.3	3.2
Service	144.1	146.6	149.6	1.4	.1	2.0	3.5	3.2	3.8

¹ Includes mining, construction, and manufacturing.

² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; service industries; and public administration.

³ Includes executive, legislative, judicial, administrative, and regulatory activities of State and local governments, SICs 91 through 96.

⁴ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the 5 years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this publication (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.

TABLE A-6. **Employment Cost Index for wages and salaries for private industry workers by industry and occupational group, selected periods, 1999-2000**

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Private industry workers	141.0	145.4	146.8	0.9	1.0	1.0	3.2	4.1	4.1
Excluding sales occupations	140.8	145.1	146.5	.9	1.1	1.0	3.3	3.9	4.0
Industry									
Goods producing ¹	138.5	143.0	144.3	.9	1.2	.9	3.1	4.2	4.2
Excluding sales	137.8	142.1	143.4	.9	1.1	.9	3.1	4.0	4.1
White collar	141.7	146.8	147.9	.9	1.2	.7	3.1	4.5	4.4
Excluding sales	140.1	144.9	146.0	.9	1.2	.8	3.2	4.4	4.2
Blue collar	136.6	140.5	142.0	.9	1.1	1.1	3.3	3.8	4.0
Construction ²	133.0	138.0	139.4	.8	1.5	1.0	3.5	4.6	4.8
Manufacturing	140.2	144.4	145.7	.9	1.0	.9	3.1	3.9	3.9
White collar	142.7	147.7	148.7	.9	1.3	.7	3.2	4.5	4.2
Excluding sales	140.8	145.6	146.6	.9	1.3	.7	3.3	4.3	4.1
Blue collar	138.4	142.0	143.4	.9	.9	1.0	3.1	3.5	3.6
Durables	140.4	144.7	146.1	.9	1.2	1.0	3.3	4.0	4.1
Aircraft manufacturing (SIC 3721)	142.7	148.6	150.0	.8	1.6	.9	4.0	5.0	5.1
White collar	138.3	145.2	146.0	.2	2.2	.6	3.3	5.2	5.6
Blue collar	148.9	152.1	155.1	2.3	.2	2.0	5.6	4.5	4.2
Nondurables	139.7	143.9	145.0	.7	.8	.8	2.7	3.7	3.8
Service producing ³	142.1	146.5	147.9	.9	1.0	1.0	3.3	4.0	4.1
Excluding sales	142.6	146.9	148.3	.8	1.1	1.0	3.4	3.9	4.0
White collar	143.8	148.5	150.0	1.1	1.1	1.0	3.3	4.4	4.3
Excluding sales	145.1	149.6	151.2	1.0	1.2	1.1	3.5	4.1	4.2
Blue collar	137.0	140.3	141.6	.8	.9	.9	3.5	3.2	3.4
Service	138.0	142.5	143.5	.1	1.0	.7	2.8	3.4	4.0
Transportation and public utilities	137.5	140.0	141.3	.5	1.1	.9	2.4	2.3	2.8
Transportation ²	134.4	136.2	137.4	.5	1.0	.9	1.5	1.9	2.2
Public utilities	141.5	144.9	146.4	.6	1.2	1.0	3.7	3.1	3.5
Communications	141.9	145.0	146.7	.6	1.1	1.2	3.8	2.8	3.4
Electric, gas, and sanitary services	140.9	144.7	145.9	.6	1.2	.8	3.4	3.4	3.5
Wholesale and retail trade	140.7	145.5	146.4	.8	1.2	.6	3.0	4.2	4.1
Excluding sales	141.8	146.8	148.2	.5	1.1	1.0	3.1	4.0	4.5
Wholesale trade ²	144.3	149.4	149.6	1.4	1.4	.1	3.6	5.0	3.7
Excluding sales	144.8	149.7	151.3	1.3	1.2	1.1	3.7	4.7	4.5
Retail trade	138.9	143.5	144.8	.4	1.0	.9	2.7	3.8	4.2
General merchandise stores ²	135.6	138.5	139.7	1.0	.5	.9	2.6	3.1	3.0
Food stores ²	133.9	139.5	140.2	.8	2.0	.5	1.7	5.0	4.7
Finance, insurance, and real estate ²	144.5	149.5	151.7	1.5	.5	1.5	4.6	5.0	5.0
Excluding sales	147.5	151.5	153.3	1.9	.9	1.2	5.6	4.6	3.9
Banking, savings and loan, and other credit agencies ²	159.2	163.3	165.0	3.0	.8	1.0	8.3	5.7	3.6
Insurance ²	140.2	146.6	150.7	.3	.8	2.8	1.1	4.9	7.5
Excluding sales	140.9	144.1	145.7	.7	.6	1.1	3.1	3.0	3.4
Services	144.5	149.1	150.6	.9	1.2	1.0	3.2	4.1	4.2
Business services ²	148.5	154.1	155.3	1.5	1.4	.8	4.7	5.3	4.6
Health services	140.6	145.3	146.6	.7	1.3	.9	2.3	4.1	4.3
Hospitals	139.3	143.3	144.9	.7	1.1	1.1	2.6	3.6	4.0
Nursing homes	—	—	—	.9	1.5	1.7	3.8	4.9	5.7
Educational services	147.5	149.6	153.4	2.3	.5	2.5	3.3	3.7	4.0
Colleges and universities	147.2	149.4	152.5	1.9	.3	2.1	3.1	3.5	3.6

See footnotes at end of table.

TABLE A-6. **Employment Cost Index for wages and salaries for private industry workers by industry and occupational group, selected periods, 1999-2000**-continued

(Not seasonally adjusted data)

Industry and occupational group	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Industry—Continued									
Nonmanufacturing industries	141.0	145.5	146.9	0.9	1.1	1.0	3.3	4.2	4.2
White collar	143.5	148.2	149.6	1.1	1.2	.9	3.3	4.4	4.3
Excluding sales	144.6	149.1	150.7	1.0	1.2	1.1	3.4	4.1	4.2
Blue collar	135.1	138.9	140.3	.8	1.1	1.0	3.5	3.7	3.8
Service	137.9	142.4	143.4	.1	1.1	.7	2.8	3.4	4.0
Occupational group									
White collar	143.5	148.3	149.7	1.0	1.2	.9	3.2	4.4	4.3
Excluding sales	143.9	148.5	149.9	1.0	1.2	.9	3.5	4.2	4.2
Professional specialty and technical	142.6	147.3	148.6	.6	1.5	.9	2.8	3.9	4.2
Executive, administrative, and managerial ...	146.4	150.7	152.3	1.5	1.0	1.1	3.9	4.4	4.0
Sales ²	142.1	147.9	149.0	1.1	.8	.7	2.4	5.3	4.9
Administrative support, including clerical	142.7	147.5	149.1	.9	1.0	1.1	3.5	4.3	4.5
Blue collar	136.8	140.5	141.9	.9	1.0	1.0	3.3	3.6	3.7
Precision production, craft, and repair	136.7	140.6	142.0	.8	1.2	1.0	3.3	3.7	3.9
Machine operators, assemblers, and inspectors	138.3	141.6	142.9	1.2	.6	.9	3.4	3.6	3.3
Transportation and material moving	131.9	135.2	136.5	.7	.8	1.0	3.4	3.2	3.5
Handlers, equipment cleaners, helpers, and laborers	139.4	143.6	145.0	.8	1.3	1.0	3.2	3.8	4.0
Service	138.0	142.5	143.5	.1	1.1	.7	2.7	3.4	4.0
Production and nonsupervisory occupations⁴	139.3	143.7	145.0	.8	1.1	.9	3.0	4.0	4.1

¹ Includes mining, construction, and manufacturing.

² Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month changes for the 5 years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this publication (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be

published until further notice.

³ Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

⁴ This series has the same industry and occupational coverage as the Hourly Earnings Index, which was discontinued in January 1989.

NOTE: Dashes indicate data not available.

TABLE A-7. **Employment Cost Index for wages and salaries for private industry workers by bargaining status, region, and area, selected periods, 1999-2000**

(Not seasonally adjusted data)

Bargaining status, region, and area	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Bargaining status									
Union	135.7	138.5	140.0	0.7	0.9	1.1	2.5	2.8	3.2
Blue-collar occupations	133.6	136.5	138.2	.8	1.0	1.2	2.8	3.0	3.4
Goods-producing industries ¹	134.9	138.4	140.2	.8	.9	1.3	3.0	3.4	3.9
Service-producing industries ²	136.8	138.9	140.1	.7	.9	.9	2.0	2.3	2.4
Manufacturing	135.8	139.7	141.4	.8	.6	1.2	2.7	3.7	4.1
Blue-collar occupations	135.1	138.7	140.4	.7	.7	1.2	2.8	3.4	3.9
Nonmanufacturing	135.6	137.8	139.2	.7	1.0	1.0	2.4	2.4	2.7
Nonunion	142.0	146.7	148.1	.9	1.1	1.0	3.3	4.3	4.3
Blue-collar occupations	138.7	142.9	144.1	.9	1.1	.8	3.5	3.9	3.9
Goods-producing industries ¹	140.0	144.7	145.8	.9	1.3	.8	3.2	4.3	4.1
Service-producing industries ²	142.6	147.3	148.7	.9	1.0	1.0	3.4	4.2	4.3
Manufacturing	141.7	146.1	147.2	.9	1.2	.8	3.2	4.0	3.9
Blue-collar occupations	140.5	144.2	145.4	.9	1.0	.8	3.2	3.6	3.5
Nonmanufacturing	141.8	146.6	148.0	.9	1.1	1.0	3.4	4.3	4.4
Region³									
Northeast	139.9	143.7	145.3	1.2	1.0	1.1	3.3	4.0	3.9
South	140.2	144.6	145.3	.6	1.1	.5	2.7	3.7	3.6
Midwest	142.4	147.1	148.6	1.0	1.2	1.0	3.6	4.3	4.4
West	141.3	146.3	148.2	.8	1.1	1.3	3.4	4.4	4.9
Area									
Metropolitan	141.2	145.7	147.1	.9	1.1	1.0	3.1	4.1	4.2
Other	139.8	143.7	144.7	1.0	1.1	.7	3.8	3.8	3.5

¹ Includes mining, construction, and manufacturing.² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.³ The regional coverage is as follows: Northeast: Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Pennsylvania, Rhode Island, and Vermont; South: Alabama, Arkansas, Delaware, District of Columbia, Florida, Georgia, Kentucky, Louisiana, Maryland, Mississippi, North Carolina,

Oklahoma, South Carolina, Tennessee, Texas, Virginia, and West Virginia; Midwest: Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, North Dakota, Ohio, South Dakota, and Wisconsin; and West: Alaska, Arizona, California, Colorado, Hawaii, Idaho, Montana, Nevada, New Mexico, Oregon, Utah, Washington, and Wyoming.

NOTE: The indexes for these series are not strictly comparable to those for the aggregate, occupation, and industry series.

TABLE A-8. **Employment Cost Index for benefits for civilian, State and local government, and private industry workers by industry, occupational group, and bargaining status, selected periods, 1999-2000**

(Not seasonally adjusted data)

Industry, occupational group, and bargaining status	Indexes (June 1989=100)			Percent changes for—					
	Sep. 1999	Jun. 2000	Sep. 2000	3 months ended—			12 months ended—		
				Sep. 1999	Jun. 2000	Sep. 2000	Sep. 1999	Jun. 2000	Sep. 2000
Civilian workers	147.9	154.3	155.8	0.9	1.1	1.0	2.7	5.3	5.3
State and local government	145.0	148.5	149.0	.7	.2	.3	2.0	3.1	2.8
Private industry	148.6	155.7	157.5	.9	1.2	1.2	2.8	5.7	6.0
Industry									
Goods producing ¹	146.3	154.2	155.7	.8	1.2	1.0	2.3	6.2	6.4
Service producing ²	149.4	156.0	157.9	1.0	1.3	1.2	3.1	5.5	5.7
Manufacturing	145.7	153.9	154.9	.8	1.1	.6	2.2	6.5	6.3
Aircraft manufacturing (SIC 3721)	145.6	166.6	168.7	.9	2.9	1.3	1.3	15.5	15.9
White collar ³	142.9	163.6	165.4	.1	4.3	1.1	-1.8	14.6	15.7
Blue collar	149.5	170.5	173.3	2.2	.8	1.6	6.3	16.5	15.9
Nonmanufacturing	149.4	156.1	158.1	.9	1.4	1.3	3.0	5.5	5.8
Occupational group									
White collar	151.0	158.5	160.4	1.1	1.4	1.2	3.0	6.1	6.2
Blue collar	144.8	151.6	153.1	.8	1.1	1.0	2.7	5.6	5.7
Service ³	148.4	152.7	154.4	.5	1.3	1.1	2.6	3.5	4.0
Bargaining status									
Union	148.3	155.5	157.4	1.0	1.2	1.2	2.3	5.9	6.1
Nonunion	148.5	155.5	157.3	1.0	1.2	1.2	3.0	5.7	5.9

¹ Includes mining, construction, and manufacturing.

² Includes transportation, communication, and public utilities; wholesale and retail trade; finance, insurance, and real estate; and service industries.

³ Average standard errors (SE) for the series exceed 0.3 percent for 3-month changes and 0.6 percent for 12-month

changes for the 5 years ending December 1996. To assist users in ascertaining the reliability of the series, SEs for estimates in this publication (excluding seasonally adjusted series) will be available on the Internet site (<http://stats.bls.gov/ecthome.htm>). All series will continue to be published until further notice.